Employment Pass Renewal in Singapore

An Employment Pass in Singapore is a work visa given by the government to foreign officials who wish to work in management and specialized fields. Its validity is for one to two years, and when the expiry date comes closer, the Ministry of Manpower (MoM) sends an official letter to the employer for EP renewal. It should be clear that the employers who have foreign employees working for them must apply for the Employment Pass renewal. They can either submit the application personally or hire a licensed agency to facilitate the application process.

EPs are not renewed automatically, so there is a whole process you have to go through before the expiry date gets close. The EP pass renewal is subject to the skilled workers and the government policy. For skilled workers and specialized professionals, it can be renewed for up to three years by the government. However, in areas where experienced professionals are required, the MOM may allow a five-year renewal, subject to the expertise of the individual.

Required Documents for EP Renewal

Salary Requirements: Although the qualifying salary is variable as per the sector and age, the applicant must meet the minimum requirements for their specific criteria. For instance, as of January 2025, the minimum qualifying salary for new applications is $5,600, increasing with the candidate's age.

Role Consistency: The applicant must have a continued employment record with the same employer in a specialized category.

COMPASS Assessment: The employee must clear the points-based Complementarity Assessment Framework (COMPASS). Candidates who have a fixed salary of a minimum of $22,500 are exempt from COMPASS.

Read more about renew EP Singapore.